

**Town of Bar Harbor, Maine
Benefit Summary January, 2014**

<u>Benefit</u>	<u>Provider</u>	<u>Cost</u>
Health Insurance	Maine Municipal Employees Health Trust-Point of Service	Employees contribute 15% of total premium Monthly cost:
	Coverage	Employee only \$114.89 Employee and Spouse/Family \$257.70 Single Parent w/children \$187.48
		Employees may elect to have the deduction on a pre tax basis
<i>Health Insurance Opt Out</i>		Employees may opt out of the health insurance plan with proof that they are covered under a family member's health insurance. The employee can request reimbursement of the health insurance premiums, co pays and deductibles--mirroring town policy. These reimbursements are "tax free" non wage payments to the employee. For 2014 the maximum reimbursements are:
		Employee only \$7,422 Employee and Spouse \$16,647 Single Parent w/children \$12,109
<i>Wage Stipend in lieu of Health Insurance or Opt Out</i>		Employees may elect to receive a Wage Stipend in lieu of Health Insurance or Opt Out. These payments are taxable wages paid biweekly through payroll. The maximum amount for 2014 has been set by Town Council:
		Employee only \$2,812 Employee and Spouse \$6,309 Single Parent w/children \$4,589
Dental Insurance	Maine Municipal Employees Health Trust	Covers basic services up to \$1,250/participant
		Employee only \$39.30 Employee and Spouse \$67.84 Family \$129.48
Retirement/Deferred Compensation		
The Town is a member of the Social Security System, with full time employees required to pay Social Security and Medicare taxes. In addition, an employee may participate in the following, the Town providing a contribution to one :		
457 B Plan	ICMA	Deferment of wages into a tax deferred account, up to the maximum allowed by law. The Town will match the employee contribution up to 6.5% of the salary.
Retirement Plan	Maine Public Employees	Defined benefit pension based on service time and wa

Retirement System

Employee contribution of 6.5% of wages or 7.5% of wages for public safety employees. The Town's contribution is mandated by MPERS annually.

Flexible Spending Accounts

Medical Savings Plan	HR Support & Consulting Services	Tax free deduction/reimbursement plan up to \$2,500 per year
Dependent Care Savings Plan	HR Support & Consulting Services	Tax free deduction/reimbursement plan up to \$5,000 per year

Life Insurance

Town Life Plan	Maine Municipal Employees Health Trust	No cost to employee - the Town provides one time annual salary Life Insurance Policy
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*Supplemental Insurances
100% employee paid*

Additional Life Insurance	Maine Municipal Employees Health Trust	Additional life insurance coverage is available, up to three times of annual salary, at additional charge.
Dependent Life Insurance	Maine Municipal Employees Health Trust	Supplemental insurance for dependents is available up to \$5,000 per dependent at a cost of \$22.00 annually
Income Protection Plan (Short Term Disability)	Maine Municipal Employees Health Trust	40%, 55%, or 70% salary coverage available to employee at a cost range \$6 to \$50/month
Supplemental Life Insurance	MSRS	100 % employee paid .30/\$1,000 coverage
Dependent Life Insurance	MSRS	100 % employee paid at nominal cost. Various plans

Retirement Health Savings

Retirement Health Savings	ICMA	Tax free annual contributions from a portion of unused sick accrual. Withdrawals after termination are tax free
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Leave Accruals

Vacation	Hourly employees accrue 2 weeks of vacation per year with step increases after 5 years of employment Salaried employees accrue 3 weeks of vacation per year with step increases after 5 years of employment	
Sick	Employees accrue 1 sick day per month of service (12 days per year) up to a maximum of 120 days.	
Holiday Pay	All regular and part time employees are paid for 11 paid holidays annually.	

AFLAC	All full time employees are eligible for various insurance packages--100% employee paid	
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Employee Assistance Plan	Personal and professional counseling offered through Maine Municipal Employees	
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